



Report to the Auburn City Council

Action Item
Agenda Item No. **4**

City Manager's Approval

To: Honorable Mayor and City Council Members
From: Robert Richardson, City Manager
Andy Heath, Administrative Services Director
Date: February 14, 2011
Subject: Auburn Police Sergeants Association Memorandum of Understanding

The Issue

Shall the City Council approve the negotiated Memorandum of Understanding between the Auburn Police Sergeants Association and the City of Auburn?

Conclusions and Recommendations

By **RESOLUTION** adopt the Memorandum of Understanding between the Auburn Police Sergeants Association and the City of Auburn for the period February 14, 2011 through June 30, 2012, and authorize the City Manager to sign on behalf of the City.

Background

As a means to secure a current Memorandum of Understanding (MOU) between the City of Auburn and the Auburn Police Sergeants Association (Association), both parties entered into negotiations in September 2010. The negotiation process has concluded with both parties tentatively agreeing to the following general changes:

- Term of MOU - 16 ½ month MOU effective Feb. 14, 2011 – June 30, 2012
- Salary Increases - None
- Association members required to pay five percent (5%) of the employee's nine percent (9%) CalPERS obligation effective February 14, 2011. The City shall pay the remaining four percent (4%) effective February 14, 2011.
- Association members hired after July 1, 2010 will be subject to a revised retirement formula – CalPERS 2% at 50.

- Association members will be required to pay 70% of the total premium cost of CalPERS health plans offered to City employees (excluding the highest and lowest) retroactive to July 1, 2010.
- The City agrees to implement conversion of 4-hours overtime currently paid each pay period to 4-hours straight-time pay beginning on February 14, 2011.
- The City agrees to amend the Police Service CalPERS agreement to provide the CalPERS Section 21574 – Fourth Level of Survivor Death Benefit as soon as practical. Association members shall be responsible for any employee-borne costs for the benefit, and the City shall pay employer share for said benefit.
- The City agrees to implement “hard-cap” on vacation accrual at 584 hours and freeze existing amounts over 584 hours, providing ability to sell back hours greater than 584 @ 75% of pay rate at discretion of City Manager.

Alternatives Available to Council; Implications of Alternatives

1. Adopt a resolution to authorize the City Manager to execute the Memorandum of Understanding between the Auburn Police Sergeants Association and the City of Auburn for the period February 14, 2011 through June 30, 2012.
2. Do not adopt a resolution and direct the City Manager accordingly.

Fiscal Impact

The total net incremental base-budget fiscal impact for the above changes is:

Fiscal Year 2010-11 -	\$13,900 General Fund Savings
Fiscal Year 2011-12 -	\$27,214 General Fund Savings

The savings referenced above will reduce expenditures in the budget adopted for Fiscal Year 2010-11 and the budget to be proposed for Fiscal Year 2011-12.

The tentative Memorandum of Understanding between the City of Auburn and Auburn Police Sergeants Association is available for review in the City Clerks Office and the Administrative Services Department

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RESOLUTION NO. 11-
RESOLUTION AUTHORIZING EXECUTION AUBURN POLICE SERGEANTS
ASSOCIATION MEMORANDUM OF UNDERSTANDING

THE CITY COUNCIL OF THE CITY OF AUBURN DOES HEREBY RESOLVE:

That the City Council of the City of Auburn does hereby adopt the
Memorandum of Understanding between the Auburn Police Sergeants
Association and the City of Auburn for the period February 14, 2011 through
June 30, 2012, and authorizes the City Manager to sign on behalf of the City.

DATED: February 14, 2011

William W Kirby, MD, Mayor

ATTEST:

Joseph G. R. Labrie, City Clerk

I, Joseph G. R. Labrie, City Clerk of the City of Auburn, hereby certify
that the foregoing resolution was duly passed at a regular meeting of the City
Council of the City of Auburn held on the 14th day of February 2011 by the
following vote on roll call:

Ayes:
Noes:
Absent:

Joseph G. R. Labrie, City Clerk

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